

**MINUTES OF REGULAR MEETING,  
BOARD OF EDUCATION, SCHOOL  
DISTRICT #225, COOK COUNTY,  
ILLINOIS, APRIL 11, 2016**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, April 11, 2016, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling of the roll, the following members answered present:

Boron, Doughty, Hanley, Martin, Shein, Taub

Absent: Kim

Also present: Bretag, Fagel, Fester (attorney), Finan, Geddeis, Muir, Riggle, Siena, Swanson, Williamson

**APPROVAL OF AGENDA FOR THIS MEETING**

Motion by Mr. Boron, seconded by Mr. Doughty to approve the agenda for this meeting.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

**STUDENTS AND STAFF WHO EXCEL**

Ms. Geddeis introduced our music students who were recognized as finalists in the IMEA competition. Students introduced themselves, stated their area of competition and recognized their parents.

Ms. Geddeis recognized Mr. Mark Running and Mr. Marty Sirvatka, staff members, who received the Mary Hoffman award, for a lifetime of service to the profession. Mr. Davidson, GBN I.S. for fine arts explained the IMEA competition at the all-state convention.

Dr. Riggle thanked the students for attending the board meeting and being recognized for their commitment to the study of music. He also thanked parents for helping to make this happen and recognized retiring teachers for their years of service.

**RECOGNITION OF COMMUNITY VISITORS**

None.

**BOARD AND SUPERINTENDENT REPORTS**

Dr. Riggle stated that the Foundation Gala in association with the musical is taking place on Saturday, April 30.

**MOTION TO APPROVE CONSENT AGENDA**

Motion by Mr. Boron, seconded by Mr. Taub to approve the following items on the consent agenda:

1. Appointments
  - a) Certified

NAME	SCHOOL	POSITION	Salary	Start Date
Laura Jane Elgass	GBS	Science Teacher	MA+45, Step 2	08.18.16
Daniel Ermel	GBS	Choir Teacher	BA, Step 1	08.18.16
Tamara West	GBN	Psychologist	MA, Step 1	08.18.16

- b) Support Staff

Name	Building/Position	Calendar/FTE/Start Date	Salary Schedule	Hourly Wage
Hansen, Marshall	GBS Grounds	260/1.0/03.29.16	GR-D/Step 7	\$20.58

2. Resignations/Terminations
  - a) Certified

Name	Positon	Effective	School
Michael Field	Director of Educ. Tech	06.30.16	Admin.
William Cadman	After School Concessions	03.08.16	GBS

- b) Support Staff

Name	Position	Effective	School
Groholski, Robin	College Coordinator	03.24.16	GBN
Nellans, Barbara	Transition Aide	04.08.16	GBN

3. FOIA

4. Vendor Bills

Description	Amount	Attached register dated
Vendor Checks Nos. 71644 through 71833	\$570,654.96	April 5, 2016

5. Payroll

the issuance of checks and electronic wire transfers for net payroll earnings, payroll taxes, pension contributions, insurance and other payroll liabilities.

February Totals:

Check Register: \$ 196,749.59

Direct Deposit Register ACH: \$3,808,521.25

Wire Transfer (EFT) Register: \$2,206,498.76

6. Imprest

Description	Amount	Represented by checks Numbers
Reimbursement of the Revolving Fund for Employees for the month of March	\$29,478.90	22152-22171 22205-22294 22317-22319 22321-22351
Reimbursement of the Revolving Fund for Vendors for the month of March	\$178,333.96	22150-22151 22172-22187 22188-22204 22295-22315 22316 22320 22352-22365
Checks issued in May voided in March		N/A
Check issued in previous months, voided in March:		N/A

7. Minutes

- March 21, 2016 Special Board Meeting

- March 21, 2016 Special Closed Board Meeting
- March 21, 2016 Regular Board Meeting
- March 21, 2016 Regular Closed Board Meeting

8. Approval of Audit Firm

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

**DISCUSSION/ACTION: PRELIMINARY REVIEW OF TEXTBOOK CHANGES**

Dr. Riggle referenced an email he received from Dr. Kim who was not able to attend this evening's meeting. The email reflects her thoughts and questions on electronic vs. regular textbooks.

Dr. Williamson noted that as the district continues to move to electronic textbooks we are mindful to make an educationally sound decision. She stated that with electronic textbooks we have seen a cost savings for our families. Dr. Williamson noted that publishers are continually improving the electronic textbooks. She reviewed Beck's buyback program.

In response to board members' questions the administration stated:

- There are studies both pro/con e-books.
- Publishers are going digital so in the future there might not be an option of a print book.
- ISBN numbers are provided, so if students would prefer to have a hard copy book they can purchase one.
- We are moving forward carefully.
- Curriculum is not textbook driven, other resources are being used.
- It is important to see if there are any gaps in learning as related to the use of online resources.
- Professional development is part of the equation.

**DISCUSSION/ACTION: EDUCATIONAL SUPPORT PERSONNEL STAFFING**

Mr. Swanson provided highlights from his memo and stated that there has not been an increase in overall full-time staffing.

In response to a board member's question Mr. Swanson explained how enrollment numbers affect staffing numbers for support staff, instructional assistants and technology.

**DISCUSSION/ACTION: PROCEDURES FOR RELEASE OF EDUCATIONAL SUPPORT STAFF**

Mr. Swanson explained the timing and flexibility provided by releasing staff at the next Board meeting. Mr. Swanson reviewed the timeline by which support staff must be released.

**DISCUSSION/ACTION: INSURANCE PRE-RENEWAL**

Dr. Riggle introduced Mr. Brian Butler from HUB International, the broker for the district who also works for SSCRMP. He works closely with Mrs. Siena and Ms. Raflores on insurance renewal.

Dr. Riggle referenced:

- A glossary provided to the Board that explains terminology that is part of the presentation.
- Summaries organized by Mr. Butler based upon board questions.

Mr. Butler:

- Reviewed trends and assumptions that are used to derive budget projections.
- Explained why the HMO trends more slowly and noted that this has been the trend for a few years. He explained that this can vary from year to year.
- Explained the stop loss policy and limits.
- Reviewed claim payment timeline.
- Noted that the data reflects February of 2015 through January of 2016.
- Reviewed anticipated per month employee projections.
- Noted costs resulting from the Healthcare Reform Act.

In response to board member questions, Mr. Butler explained:

- The margin was not put in place by the underwriters.
- The prescription rebate is a rebate on claims.
- The final number on stop loss will be determined once March claims are determined.

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- The stop loss bids will go out to include prescription claims.
- Blue Cross Blue Shield negotiated fees with providers that are about 5% better than other providers.
- The rationale for going with BCBS.
- The difference in stop loss on the HMO vs. the PPO.
- The Medical PPO and HSA were combined because there are not a lot of members in the HSA.
- The HUB Re-projection calculations.
- The prescription spending trend.
- That he is awaiting responses from SSCRM regarding dental.
- The district is in the process of going out to market on dental.
- Employee contributions can offset increases in cost.
- Fixed expenses and claims are included in the calculations.
- Broker compensation is part of fixed expenses.
- Rx comes up for renewal January 1 and the district will be looking for cost savings with renewal.

Board members suggested:

- Looking into stop loss.
- Incorporating projected to actual from one year to the next.
- The broker work with BCBS to lower their fixed expenses

Mrs. Siena explained:

- Timelines and how projections and actual claims impact the budget.
- The purpose of looking at Cadillac tax is to include this in the financial projections.

Mrs. Siena referenced a trend sheet which is used to determine how the district did relative to the projections. She recommended a 12.0% increase in the PPO to break even.

Dr. Riggle stated that there has only been one year where the district missed the target on insurance increased cost projection.

Mrs. Siena reviewed the cost to the Board for dental in net cost.

Mr. Butler stated that a dental HMO would be less expensive, but a smaller network would be available.

Mrs. Siena reviewed the change made on pharmacy network which greatly reduced pharmacy spending.

Mrs. Siena reviewed the wellness program.

In response to board members' questions Mr. Butler explained:

- There is no hard and fast number regarding return on investment for wellness
- There is a qualitative side to wellness.
- Wellness is hard to measure.
- Most schools are not incentivizing wellness.

The Board debated and discussed the benefits of a wellness program.

Mrs. Siena referenced recommendations that will be discussed in closed session to bring forward to the Cost Containment Committee.

Mr. Butler explained the pros and cons of a four-tiered system. Employees often have a hard time with the inequity among employees for what people are charged depending on their situation. Family coverage usually goes up at a greater percentage compared to other groups.

#### **MISCELLANEOUS TOPICS**

None.

#### **MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Boron, seconded by Mrs. Hanley to move into closes session at approximately 9:31 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; the placement of individual students in special education programs and other matters relating to individual students; and litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. (Section 2(c) (1), (2), (10) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

The Board returned to open session at 11:51 p.m.

**ACTION REGARDING STUDENT SETTLEMENT AGREEMENT AND RELEASE**

Motion by Mr. Boron, seconded by Mr. Doughty to accept the settlement agreement regarding student 04-11-16-01.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

**ACTION REGARDING UNIFIRST SETTLEMENT AGREEMENT**

Motion by Mr. Boron, seconded by Mr. Doughty to accept the settlement agreement and release with Unifirst Corporation.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

**ACTION REGARDING NORTHBROOK COURT PTAB SETTLEMENT AUTHORIZATION**

Motion by Mr. Boron, seconded by Mr. Doughty to accept the financial settlement agreement with Northbrook Court Mall for the 2016 triennial settlement.

Upon calling of the roll:

aye: Boron, Doughty, Hanley, Martin, Shein, Taub

nay: none

Motion carried 6-0.

**ADJOURNMENT**

Motion by Mrs. Hanley, seconded by Mr. Taub to adjourn the meeting at approximately 11:53 p.m.

Upon call for a vote on the motion, all present voted aye. \*

Motion carried 6-0.

\* Boron, Doughty, Hanley, Martin, Shein, Taub

CERTIFIED TO BE CORRECT:

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PRESIDENT - BOARD OF EDUCATION

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SECRETARY - BOARD OF EDUCATION

**UPCOMING BOARD MEETINGS:**

Mon., April 25, 2016	7:00 p.m.	Regular Board Mtg. (District Office Public Mtg. Rm. 100A)
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